



MULTI-INSTITUTIONAL STUDY OF LEADERSHIP

FINDINGS FOR TEXAS A&M UNIVERSITY

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PRESENTATION OUTLINE

- MSL National Study Overview
- MSL at Texas A&M University
- Practical Applications
- Challenges
- Recommendations



PURPOSE OF THE MSL

To examine student leadership values at both the institutional and national levels with specific attention to the environmental factors that influence leadership development in college students.



PURPOSE OF THE MSL AT TEXAS A&M

- Better understand leadership at Texas A&M
- To acquire baseline data for current and future comparison and tracking
- To inform the improvement and evaluation of current programs and the creation of future programs



FRAMEWORK OF THE MSL

Theoretical Framework:

Social Change Model of
Leadership Development

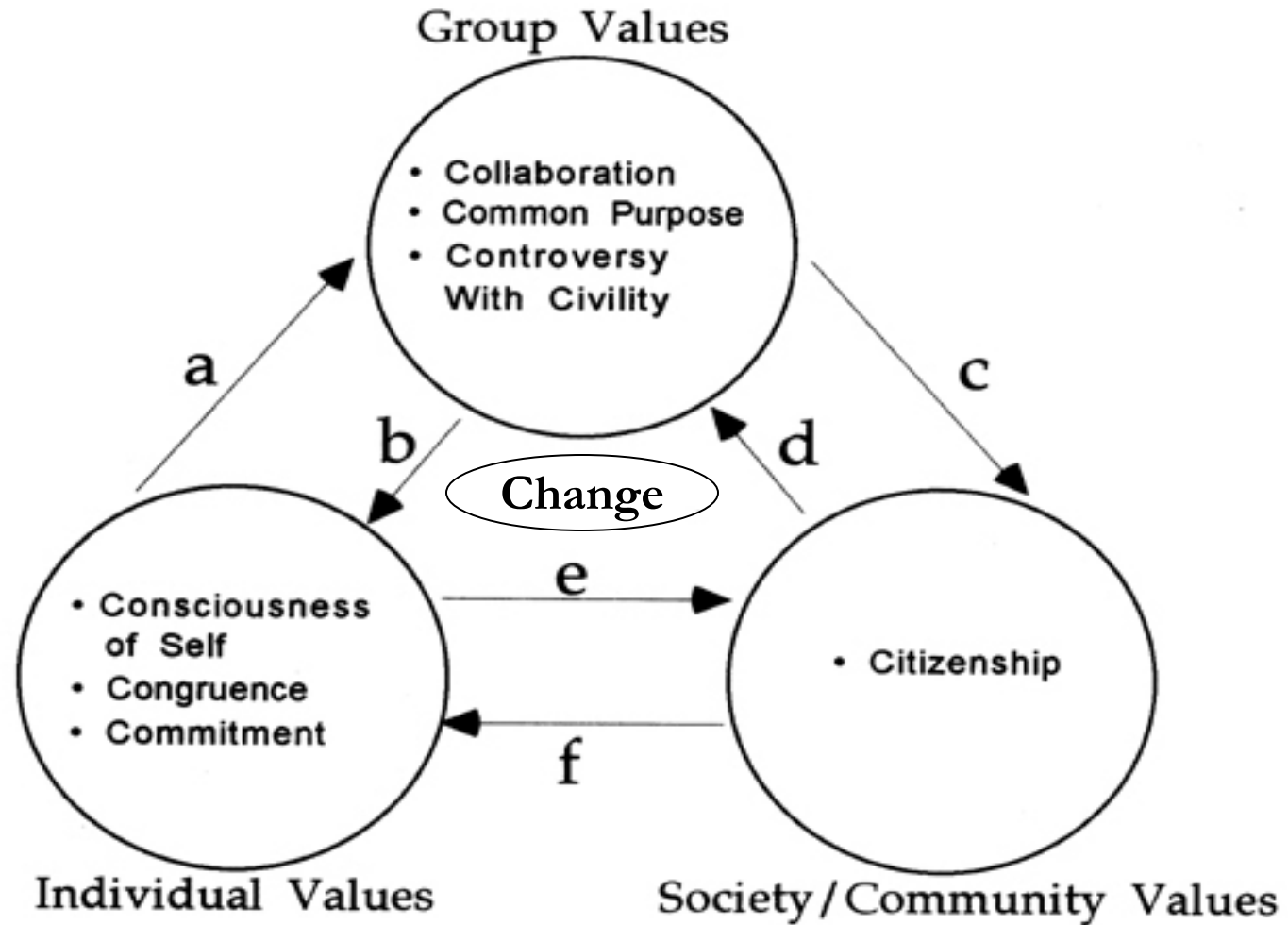
(HERI, 1996)

Conceptual Framework:

I-E-O College Impact Model
(Inputs-Environment-Outcomes)

(Astin, 1993, 2001)

THE SOCIAL CHANGE MODEL





I-E-O MODEL

- *Inputs*: students' pre-college characteristics
 - e.g., demographics, high school achievement
- *Environment*: programs, experiences, relationships, and other factors in the collegiate environment
 - e.g., co-curricular involvement, mentoring
- *Outcomes*: students' characteristics after exposure to the college environment
 - e.g., the eight C's of the Social Change Model



METHODOLOGY

- The Survey Instrument
- 54 Institutions Participated
- Random Sample:
 - A random selection of undergraduate students from each institution (3,000 for most) was invited to participate
 - 3452 were invited from Texas A&M



THE MSL AT
TEXAS A&M UNIVERSITY



DEVELOPING PARTNERSHIPS

- MSL Forums
- MSL Research Team
- Division and University Partners
- Data Analysis Assistance



MSL FORUMS

- Faculty and staff were invited
- Build advocates and supporters
- Share information
- Create a commitment to the project



MSL RESEARCH TEAM

- Project Drivers
- Team includes:
 - Leadership and Service Center staff
 - Student Activities staff
 - Faculty member from the Mays Business School
 - Student Life Studies staff member
 - Residence Life staff member



DIVISION AND UNIVERSITY PARTNERS

- Build a network of project supporters
- Who would be interested in the material and how could it benefit their areas?
- Presented at multiple meetings



DATA ANALYSIS ASSISTANCE

- Student Affairs Administration and Higher Education Graduate Program – Assessment Class
- Division of Student Affairs Assessment Team
- Department of Student Life Studies



FINDINGS

OVERALL RESULTS

	Texas A&M University n=958		National Sample n=49,078	
	Mean	SD	Mean	SD
Self	3.98	.49	3.95	.51
Congru	4.22*	.45	4.17	.46
Commit	4.29*	.46	4.23	.47
Collab	4.01*	.46	3.98	.46
Common	4.07*	.42	4.04	.42
Civility	3.83	.42	3.83	.42
Citizen	3.86	.46	3.84	.46
Change	3.73	.46	3.75	

Scale:

1 = low
5 = high



RESIDENCE LIFE RESULTS

1. Does place of residence have an effect on students' measures on the 8 Social Change variables?
2. What avenues of campus involvement do our on-campus vs. off-campus students pursue?
3. Do on-campus residents rate differently on the Diversity Discussion Scale and/or the Appreciation of Diversity Scale, in comparison to off-campus residents?

RESIDENCE LIFE RESULTS

Does place of residence have an effect on students' measures on the 8 Social Change variables?

	Texas A&M University		On-Campus Residents	
	Mean	SD	Mean	SD
Self	3.98	.49	3.96	.50
Congru	4.22	.45	4.21	.49
Commit	4.29	.46	4.28	.48
Collab	4.01	.46	4.00	.50
Common	4.07	.42	4.09	.45
Civility	3.83	.42	3.83	.44
Citizen	3.86	.46	3.90	.49
Change	3.73	.46	3.74	.49

TAMU $n = 958$

On-Campus $n = 260$



SOCIO-CULTURAL DISCUSSIONS

- Interactions with other students outside of class centered about talking about different lifestyles, customs, values, social issues, religious beliefs, diversity, and political opinions.
- Participating in socio-cultural discussions was a predictor of every major outcome in the study:
 - Social Change outcomes
 - Leadership Efficacy
 - Cognitive Development

LEADERSHIP EFFICACY

	National N = 50, 378		Texas A&M N = 974	
	Mean	SD	Mean	SD
Male	3.17	na	3.27	.60
Female	3.11	Na	3.16	.62
Overall	3.13	Na	3.21	.61

- Across the board LE scores were high
- National study showed significant change over time



LEADERSHIP EFFICACY

- Strongest predictors of leadership efficacy were holding a leadership position, socio-cultural discussions, having an internship, and involvement in college organizations
- Students at TAMU reported greater confidence in their leadership abilities in college than before college.
- Men generally reported greater confidence than women.
- Freshmen reported greater confidence than seniors.

TRANSFER OF LEARNING

How students applied out-of-classroom learning experiences to classroom experiences (and vice-versa).

Applying Class to Out-of-Class Experiences	Applying Out-of-Class to Class Experiences
(1) Work	(1) Work
(2) Working in Groups	(2) Working in Groups
(3) Class/Major (including student teaching)	(3) Classroom Experience (General Application)
(4) World View	(4) Diversity
(5) Understanding People/Individuals	(5) Understanding Others' Values and Perspectives



PRACTICAL APPLICATIONS



PRACTICAL APPLICATIONS

- Increasing discussions about diversity and socio-cultural issues
- Getting students involved
- Give as many students as possible the opportunity to participate in at least one leadership program
- Advisors helping to align perceptions of leadership competence and confidence

PRACTICAL APPLICATIONS

- Share findings with various stakeholders

- Presentations
- One-Page Summaries
- Website

<http://studentactivities.tamu.edu/leadandserve/msl>

PRACTICAL APPLICATIONS

- MSL Team Development
 - Increased knowledge of SPSS, Data Collection and Analysis Skills
 - Cross-University Collaboration
 - On-going Opportunities (MSL 2 Preparation)



CHALLENGES

- Sustaining Energy
- Audience Interest
- Staff Transitions
- Changing Project Directions



RECOMMENDATIONS FOR SUSTAINED MOMENTUM

- Personal Purpose Statements
- Additional Presentations
- Visioning Process
- Develop Marketing Plan
- Participate in MSL 2

QUESTIONS OR FURTHER INFORMATION?

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Or

[http://studentactivities.tamu.edu/lead
andserve/msl](http://studentactivities.tamu.edu/leadandserve/msl)